

Exhibit A
Management Personal Resumes

Upper Management /President/ VP – Chief Operations Officer & Consultant

Process Development / Product Launch / CRM / Negotiations / QA / Supplier & Customer Relations / Cost Control / Pricing / Purchasing / Systems Analysis & Planning

Management by objectives and a results oriented executive, strategic allocation of capital resources to systems and processes directly addressing effective and efficient operations in support of revenue growth and instilling confidence in diverse, highly competitive and fast-paced telephony and communication environments. Utilized technical, business and leadership skills to identify critical staff and technical issues, implement effective solutions for tough problems for startups to establish industry leadership. Directly responsible for establishing the tone and setting of strategic goals, while leading the development, deployment, support and delivery in revenue generating communications infrastructure(s) and facility operations. Abilities in setting and implementing long term vision to achieve EBITDA goals within overall product portfolios. Served as product champion by educating management on opportunities and risks associated with all forms of telephony and communication applications that focus on the strategic allocation of capital expenditures to achieve 'best practice' solutions.

- **Negotiated the sale of hundreds of thousands of dollars in telephony equipment and IP hardware, providing \$1M in capital to allow commercialization of business.**
- **Streamlined a soft switch installation process by cutting installation time 70%.**
- **Created total Customer Care program for joint venture partnerships and franchise clients, enabling firm to retain \$4M VC funding.**
- **Drove software development project, generating \$10M in monthly revenue and 50 million in monthly minutes in the switching network.**

Special Skills: Strategic and tactical thinker/planner... Solid analytical, communicative and interpersonal skills... Establishing new policies and procedures... Building cohesive, cross-functional teams... Cultivate talent, instill value, and create a passion to be successful... Develop effective short and long-term technical, business, and operational strategies:

- ❖ **Scalability and Performance:** strategic allocation of capital resources into scalable, high-performance management solutions that can support a critical mass of customers – quickly and cost effectively;

- ❖ **Modularity:** initiate and direct projects supporting open modular solutions that provide a common operating environment to facilitate automation and service neutrality prior to the time when modularity was fully recognized;
- ❖ **End to End Management Visibility:** Implement management solutions that provide an end-to-end view of the customer's experience to ensure superior service levels;
- ❖ **Rapid Time-to-Market:** Direct and monitor time-critical projects on time and within budget constraints, while managing vendors to achieve agility and flexibility – quickly and confidently rolling out new services;
- ❖ **Aligning Investments and Cost Efficiency:** Provide visibility into investments from idea creation to launch; improve quality and speed of decision making with comprehensive views into project resource utilization and costs.

Technical Skills: Telephony: SBC (Session Border Controllers), IAD (Integrated Access Devices), Soft Clients, Lawful Intercept Telecom Licenses, Test Tools, Soft Switch Design and Deployment, Protocols - SIP, MPLS, MGCP, H323, SS7, ISDN. **Hardware:** IBM, SUN, CISCO, INTEL, AMD, EMC, NMS, Tekelec, Nortel, Media Gateways, Telecom and Networking Platforms.

Communications Carriers: Dealt with a Multitude of Carriers on a Wholesale basis for Voice and Data Services on both a TDM level and also later for VOIP. These Carriers included every major Carrier both Domestic and International from AT&T, Belgacom (BICS), British Telecom, Deutsche Telecom, France Telecom, Telecom Italia, Level 3 through the alphabet to Verizon and every PTT and Carrier around the World. Including many second and third tier Carriers for bandwidth allotment and peering partnerships. The number of Carriers was well over 100 individual companies of which I still maintain relationships to date.

Education:

University of Akron, Akron, Ohio 1964 - 1965; New Jersey Institute of Technology (formerly Newark College of Engineering) for Mechanical Engineering 1965-1969.

Passaic School of Drafting, NJ 1964

New York State Property & Casualty Insurance License 1990

Selected Achievements

Negotiated the sale of leading edge telephony platform equipment, providing initial seed funding and capital to allow the commercialization of business. Cactus Communications wanted to commercialize, but lacked sufficient resources. Identified major roadblocks to commercialization and recommended prudent solutions. Sold Intellectual Property, enabling Cactus to meet its new business goals and commercialize the VoIP platform.

Streamlined the Soft Switch installation process at 60 Hudson Street for several Colo Central clients, cutting installation time 70%. Client CTO sought advice on strategic direction for product application development. Defined the Soft Switch connectivity and configuration issues, features and functions. Automated the bundling of components, significantly reducing installation time and improved ROI and margins for client organizations.

Created total Customer Care program for wholesale/retail franchiser, enabling firm to retain \$4M VC funding. Consulting client needed a comprehensive customer care program to maintain needed funding. Recommended a viable organizational structure and required resources. Identified support application. Developed a

program to manage, monitor and evaluate customer inquiries, satisfying VC that critical area of business was meeting its standards.

Staffed and provided technical support for several Excel TDM Switching platforms in a multi-client business model for Colo Central at 60 Hudson Street. The facilities and infrastructure support package generated annual revenue of \$2.5M in facility leases and \$1M in technical support contracts. Engaged and led the team in a joint software development venture that designed and implemented telephony software applications to manage and monitor network devices, leading to significant performance enhancements and new revenue opportunities.

Career Summary

Vice President of Operations Bluebird Communications, LLC. January 2016 – Present

In addition to the Regulatory compliance tasks, negotiating Agreements and Contracts and dealing with the Incumbent ILECs at different levels, from Interconnection Agreements through account management and their credit terms and facilities, I also work on promoting corporate sales, while always being on the lookout for new applications and technology to add to the company repertoire that will increase revenues.

Vice President/Consultant Integrated Path Communications, LLC. March 2015 – Present

Assisting upper management with Telecom Regulatory compliance as well as Contracts and ILEC Interconnection Agreements related to all aspects of establishing networks for the exchange of voice traffic, CABs (Carrier Access Billing), Lifeline Services and generally all aspects of expanding business in Telecommunications.

Vice President Voice Stream Network, Inc. – August 2013 – July 2015.

I was hired as a Part Time Consultant to assist this company in getting up and running as a new CLEC in 3 states, New York, Florida and Iowa, simultaneously. This company's main focus is on providing telephone based Chat service(s) as well as Audio Conference Bridges for both wholesale 'white labeling' to other Carrier entities as well as to its own Customer base. They are also working on mapping telephone numbers to any Audio content such as radio stations(from around the world) to Blogs and to Personal Broadcasting. Using phone numbers allows for any listener or participant to dial into an event from anywhere without using the Internet. My main duties are dealing with Carriers as well as all the Legal filings, forecasting and ordering of blocks of Phone numbers with the Quasi-governmental Agencies of NANPA, the Pooling Administration and NPAC. See: www.radiolinknow.com and www.openconferenceusa.com.

Vice President EZ Mobile, LLC & Sonar Telecommunication, Inc. – January 2011 –January 2017. Began work as an Independent Consultant to change the profile of these two companies (both owned by the same Management. EZ Mobile LLC is focused on Retail Distribution of Prepaid Telecom Products and Services from servicing thousands of Retail Shops throughout North America to also selling these services over their Internet Portal (See: www.myezcalling.com). They resell many brands of actual physical telecom cards, SIM Chips and 'Top Up' Cards to Pinless products from both other Manufacturers as well as their own Brands.

Sonar Telecom is an FCC Licensed 214 Carrier that is "Facilities based" meaning that it has its own Switching Platform Carrier. Sonar is now interconnected to approximately 80 - 100 Carriers around the world to whom they route their International Voice traffic. Through my connections I was able to negotiate Interconnection Agreements with all these Carriers through various types of Contracts from a simple Wholesale Carrier Customer to both Reciprocal and Bi-Lateral Agreements. In addition, to selling a complete A – Z Voice 'termination' Route

wholesale to any small Carriers these Routes or destinations are also used to produce their Retail Products for the Consumer prepaid arena (using EZ Mobile) In addition, these companies have also been Master Distributors for several Wireless Carriers as well as an MVNO for Sprint and Boost Mobile as well as a Reseller of Direct TV.

Vice President – Telebroad, LLC. – September 2010 – Present

When I sold my company Barr Tell USA to Telebroad in 2010, I was kept on not only as the President of Barr Tell but also as the Vice President of Telebroad. My job responsibilities are to make sure that Telebroad, the retail arm of Barr Tell, is always in compliance with all the Regulatory Agencies and Taxing Authorities as well as to take care of all the work related matters that might arise periodically. In addition, I act as their in house legal authority for Contract Management and the writing of most Business related plans, Agreements and/or Contracts that are necessary.

President: Barr Tell USA, Inc.-June 2010-Present, Started a corporation, Barr Tell USA, Inc., while working for Telx (see below) in Jan 1998 so that I could be paid as an Independent Telecom Consultant under my Title for Telx as the Director of Carrier Sales. In 2003, I filed a Petition in New York State for a Certificate of Public Utility and Convenience to provide the resale of telecommunications services as a CAP (wholesale). This business did not do well and became dormant until early 2010, when I was planning to retire. I then sold the business, but stayed on as part of Management and as Part Time Independent Consultant. The company was then upgraded with the State Public Utility Commissions to a CLEC in NY and NJ, where it now provides wholesale and retail phone service(s) as well as SMS Text Messaging by having all of its telephone numbers enabled for SMS or text messaging.

CTO: SurfXpress, L.L.C., 470 Vanderbilt Ave., Brooklyn, NY 2007 – June 2010 (Semi Retired). In 2007 on a quest to expand Colo Network Corporation, I acquired an existing business that specialized in Web Hosting along with an associate, where each of us owned 50%. I was the Chief Technology Officer and ran this business on a day to day basis along with Colo Network. This business differentiated itself from Colo Network offering shared web hosting as well as dedicated servers for web hosting using both the Windows OS and Linux Operating Systems and front end Control Panels. This business focused on Data Services rather than Voice.

CEO and CTO: Colo Network Corporation, 470 Vanderbilt Ave., Brooklyn, NY - 2004 – June 2010 (Semi Retired). Continued the operation of the Colo Central Corporation, after downsizing, restructuring and moving the telecom infrastructure operations to Brooklyn, while changing the name of the company. Re-established the company's ability to upgrade and integrate voice, video and data utilizing the newer technologies such as Metro Ethernet and VOIP, while assisting in eliminating TDM connectivity and switching port fees with Carriers. As an infrastructure company we also focused on co-location services of small servers and platforms for independent and small Carriers.

CEO and General Manager: Colo Central, 60 Hudson Street, NYC – 1999 - 2004. Launched a start up to provide infrastructure facilities and technical support to a middle market client base comprised of domestic Small Medium Business (SMB) and International SMBs providing a commercial presence in the domestic market. Colo Central provided Project Management, technical/customer care and support services; also business and professional

services relative to local, state and federal compliance with telecommunications and regulatory law, licensing and policies. Successfully planned and implemented innovative offerings focused on providing switching services especially for enhanced featured telephony applications such as prepaid phone cards and IVR related apps. Colo Central provided and hosted a private branded platform and management services establishing and supporting an affinity/ethnic market for prepaid calling card products. Colo is short for Co-Location.

Director of Carrier Sales: Telx, 60 Hudson Street, NYC –Sept. 1997 – 1999. As a core member of the management team in creating policy and execution of the strategic plan, resulted in the successful and profitable launch of the company. Directly responsible for the successful deployment of the TDM switching platform leading to a profitable distribution of several pre-paid calling card product lines generating over 50 million minutes/month and yielding approximately \$10 million in revenue annually. Responsible for contract negotiation and overall business development with Telecom Carriers with buying and selling, as well as issuing Contracts for Customers for Co-location, Switch Partitioning and Switch Processing. In the process of introducing Carrier/Vendors to the company its focus changed into a neutral co-location facility from operating switching platforms. It is now one of the largest co-location companies in the United States.

Director of Sales &Marketing: DigiTec 2000 formerly Promo Tel, 8 West 38th Street, NYC – 1995 – 1997. After the acquisition of Direct Dial International, I immediately assumed the sales and marketing responsibilities continuing with the business development of distribution and sales channels. DigiTec was a publicly traded company on the Bulletin Board (Sym: DGTT) pink sheets, therefore, Direct Dial International, a distribution and marketing company of prepaid phone cards provided instantaneous revenue and market share of the prepaid phone card business within the Tri-State New York region. The company was owned 20% by Walter Franks, head of the Tec Group in Jackson, MS. DigiTec continued the distribution of the prepaid phone card called the “Travel Card” until its demise. Afterward, I was directly responsible for negotiating a deal with the CFO of WorldCom in Jackson, MS to use their logo and continue with the brand of Prepaid cards called, the “F/X” Card. Through this CFO our company was set up with Patrick Jones of Premier Telecom in Atlanta to use his switching platform. I was also responsible for coordinating trade shows and doing Exhibitions at numerous major conferences, seminars and shows in addition to building up our market share.

Founder and owner:Direct Dial International, 34 West 37th. Street, NYC – May 1994 – October 1995 Direct Dial International was established as an entrepreneurial venture with a single signed contract from Richard Yellin, the President of Cable & Wireless to be the exclusive distributor in the tristate area (New York, New Jersey & Connecticut) of their new phone card called, “Asia Direct” aimed at the Asian market. Direct Dial also succeeded in capturing dominate market share of the calling card business and distribution channel in New York of a competitive brand calling card, “The Travel Phone Card”. The company was acquired by DigiTec.

Regional Distribution Manager: Cleartel Communications, Washington, DC October 1993 – July 1994

Developed the Tri-State retail market and distribution network for a line of pre-paid phone cards operating under the brand “Telefare”. Directly responsible for developing the retail distribution network in the Tri-State region with over 200 retail store locations, segmented into ethnic markets and generating a monthly revenue of approximately \$25,000 in both the domestic and international markets for a new industry. The channel for pre-paid calling cards was dynamic and rapidly changing requiring constant innovative changes to the distribution model, which Cleartel refused to, enter fearing margin erosion and profitability issues.

Regional Distribution Manager: Amerivox, California Company November 1991 – October 1993.

Amerivox was one of the first MLM companies to enter the pre-paid calling card market. Their business model of multi-level marketing shifted the risk in marketing to the distribution channel requiring commitment and resale to the retail channel. Their approach in 1992 to the prepaid phone card was pioneering a brand through an MLM distribution channel long before it was fashionable. As Regional Distribution Manager and independent agent, I developed the Tri-State distribution channel in conjunction with many others. The MLM business model proved to be the wrong approach with insufficient margin to support the overall distribution channel with a service base product, and the consumer had little protection in the overall relationship. These two issues proved insurmountable for Amerivox and the company vacated the market after one year.

Brian E. Shepard

381 Lakeview Road

Craryville, NY 12521

Phone:212-380-7974

bshepard@ipc-llc.com

brian@bluebirdphone.com

INTEGRATEDPATHCOMMUNICATIONS,LLC – HILLSDALE,NY

President/Founder - Sr.ProjectManager/Sr.VoiceEngineer /Consultant

4/2006 to Present

AND

BLUEBIRD COMMUNICATIONS, LLC

Director of Operations

12/2014 to Present

Responsibleformanaginganddirectingtheimplementationofoperationalimpactingandgrowthofnewbusinessinitiativ
esbusinesscriticalprojectswithinTelecommunicationServicesforthe full project lifecycle.

- ManageprojectresourcesandassistasaresourceforprovidingsetupandconfigurationofSIPtrunks,SS7 Signaling GatewaysSIPtoTDMGateways,andCiscoPGW-2200 SS7 Feature Group D switch for**Integrated Communications, LLC**inconjunctionwithAT&T, Frontier, CenturyLink, XOandVerizon.
- ManageProjectLifeCycleforSIPtoSIPinterconnectionforIPCCommunicationstoXOandIPCCommunicationsto Verizon, IPC to AT&T aswellastoTandemTransitandNeutralTandem.Thisincludedmanagingresourcesacrosscrossfunctionalteams withUnionandnonUnionpersonal.
- TestEngineer – Provideverificationoffeaturesandfunctions ofMotoroladigitalCATVHeadendequipmentfor**MotorolaDVSSystem emIntegration**,whichisapartoftheDVSSystemEngineeringorganizationat**Horsham,PA**.
- Preparetestplans/proceduresfromsystemrequirementsforMotorolaDVSSystemIntegration,whichisapartoftheDVSSystemEngineeringorganizationatHorsham,PA.
- CreatetestreportsandpresentresultstoengineeringteamsandProjectmanagementforMotorolaDVSSystemIntegration
- Monitortheprojectlifecycleofmultiplesimultaneousprojectswithin ComcastCableNationalEngineering &TechnicalOperations
- SupportedCMTSUpgradeforsupportingVOIPandPowerBoostfor**ComcastCableNationalEngineering &TechnicalOperations**
- SupportedCMTSNextGenerationProjectinsupportofVoIPforComcastCableNationalEngineering &Technical Operations
- Analyzeandforecastcapitalrequirementsfor**ComcastCableNationalEngineering &TechnicalOperations**new productsandservices
- Developspreadsheets,powerpointpresentations,andformaldocumentsdescribingcapacityandbudgetrequirementfor**ComcastCableNationalEngineering &TechnicalOperations**
- DesignedandImplementedaCapacityPlanningmodelsforComcastCableNationalEngineering &TechnicalOperationsCMTSCapacitymanagementteam
- DesignedandImplementedaCapacityPlanningmodelsforComcastCableNationalEngineering &TechnicalOperationsDigitalVideoTransport
- DesignedandImplementedIPTVNetworkArchitecturefordeploymentinHaitiTVCableSystem
- DesignedandImplementedPONArchitecturefordeploymentinHaitiTVCableSystem

- Provide Capacity Planning Modeling including forecasting budget to Haiti TV Cable System
- Designed and Implemented Gig-E transport for Haiti TV Cable System
- Designed and Implemented VOD System for Haiti TV
- Project managed Haiti TV System Build and Launch

PANASONIC SYSTEMS CORPORATION NORTH AMERICA

Global Solutions Engineering Project Manager/ Voice Solutions Engineer

5/2013 to 11/2014

Responsible for managing and directing the implementation of new business initiatives and business critical projects to help enterprise customers and partners achieve their goals by adoption of Panasonic Solution Engineered Technologies and Services. As the Global Solutions Engineering Project Manager I fully supported all aspects of the full project life cycle across all business verticals including health care, automotive, government, retail, hospitality and quick service restaurant for Global Project Initiatives.

- Manage Project Life Cycle for Panasonic | Cisco Collaborative KIOSK Solutions project which included Cisco Call Manager configuration & integration, Cisco Jabber (softphone) testing and issues resolution, Panasonic Eco Partner Management (EPM - Vendor Management) for hardware configuration, software and professional services which included NOC, Content Management Systems, Solution Integration, Site Make Ready, Solution Installation & Remote Monitoring. The role required managing resources across cross functional teams.
- Manage project resources and assist as a resource for providing setup and configuration of Panasonic's PBX, SIP trunks, SIP Clients, SS7 Signaling for TDM interconnectivity, Cisco AS Gateways SIP to TDM Gateways, and Cisco IEC/IEM for Panasonic's Global Solutions Engineering in conjunction with Cisco Systems Corp. NA..
- Track development roadmap, issues, and business and marketing processes to drive resolution through stakeholders.
- Actively involved in the overall project management for new products and special project initiatives involving senior business leaders across all business verticals including healthiness, automotive, government, retail and quick service restaurant.
- Manage all phases of projects (time, scope, budget, and risk) with strategy
- Supported the budget process
- Enhance departmental functions by implementing and enforcing process and policy including developing a quality management system (QMS), risk management, tracking & mitigation tool and resource management tool.

IBM/NY Department of Education

2/2010 to 6/2012

Consultant – Sr. Project Manager/Sr. Digital Video Surveillance Engineer

As the key in-

house Digital Video Subject Matter Expert (SME) I provided quality assurance auditing services for all Internet Protocol Digital Video Surveillance systems for the New York Department of Education. My objective was to determine if the work of the Digital Video Surveillance installation vendors is complete, correct, and followed the design specifications and standards of IBM/NY Department of Education. A deliverable project status report was issued accepting each job as completed or issuing punch-lists to the vendors for items noted as deficient and requiring work/re-work to bring them into compliance.

- ReviewschoolDigitalVideoSurveillance servers setup and configuration parameters(OS,UPS,RAIDarrays)
- ReviewIPDigitalVideoSurveillance application software configuration parameters associated with each unique school(UDP/OSPF).
- Review physical installation of BOSH & Panasonic cameras for focus, alignment, field of view, lens selection and lighting. (Includes appropriate bracket and mount selection).
- ReviewvideoMPEG-4encoder configuration, firmware level and port mapping documentation.
- Reviewrack infrastructure build and installation for airflow, rail installation, and equipment positioning from cable management and serviceability perspective.
- Review vendor submittals for completeness and accuracy: Network&ElectricalAs-Built and asset data, Digital Video Surveillance User Workstation form, Floor plan map files and OS License files.
- Manage and maintain all individual punch-list & acceptance reports along with an overall QA summary of all sites on the customer SharePoint portal and corollary databases.

AscentMediaGroupNewYork,NY

8/2008to1/2010

GlobalManagerofOperationsandEngineering

In conjunction with VP, Global Resources managed daily network operations of global DTM transport network as the principle operation expert

NetworkOperations

- OverseeDTMnodes, interconnections, service levels and provide Tier1 and Tier2 support to regional operation teams and global operation teams
- Issue work orders and oversee implementations based on network plans
- Developed and Managed capacity management process
- Performing root cause analysis and communicate to Sr. Staff outage results.
- Oversee network software and hardware upgrades across entire network including compatibility testing and managing release notes details, features and bug-fixes
- Identify and approve all groom and maintenance requests made by carrier-vendors. Submit all maintenance requests to operations centers and internal clients for approval/notification.
- In conjunction with NMS Engineers coordinate integration of DTM functionality into NMS systems to provide appropriate capabilities
- Manage in-band DLE servers and clients and integration with management-telemetry network

NetworkImplementation

- Execute and document the implementation of new internal and external service orders
- Execute and document the installation, testing and turn-up of new circuits (Voice [H232, SIP ISDN & TDM], Data and Video) and new nodes for operational use
- Interface with key vendors and Telecom Manager for circuit orders and changes that impact network operations
- Provide Point Of Contact communications with internal and external customers regarding status of service implementations, trouble tickets and network health issues
- Develop Detail Design and budget based on sales initiative
- Managed budget and Provide input for network planning and budgeting purposes

TechnicalTraining

- Train engineering team in DTM network operations, service implementation and DTM transport technology services
- Train operation teams in basic DTM network operations and high-level troubleshooting

VERIZON – VideoNetworkServicesBaskingRidge,NY

12/2006to5/2008

Sr.StaffConsultant

Responsible for engineering of video transmission and switching platforms for the delivery of FIOSTV service offering and related services on the national FTTP video network.

- Responsibilities include the engineering of area-wide and company-wide video network deployments, data transport, switching/routing systems including layer 3 migration
- Engineering of video headends, regional video hub office, medium haul networks, and video serving office (i.e. central office) equipment.
- Issue work orders and oversee implementations based on network plans.
- Managing capacity requirements and developing capacity management processes that initiates additional capacity for all video network components.
- Performing root cause analysis.
- Engineering of video application subsystems including EAS, Ad-insertion, VOD, IPG, and Gaming.
- Reviewing video construction projects and their capital costs for validation of alignment with approved guidelines and the capital program
- Define IPVHO and IPSHEFiOSTV Architecture – Capacity Growth Project
- Manage IPTV Cross function team definitions and requirements gathering

CABLEVISION SYSTEMS CORP.

3/96 to 4/2006

TELECOMMUNICATION NETWORK MANAGEMENT – Bronx/Brooklyn, NY

8/01 to 4/2006

Area Manager Inside Plant Engineering Headend – NYC (Brooklyn/Bronx)

- Manage two 860 MHz analog and two digital Headends and 11 hub sites which service more than 850K subscribers.
- Responsible for Headend FCC proof of performance (C/N, S/N, Differential Phase/Differential Gain, Chrominance Luminance Gain, and Chrominance Luminance Delay)
- Supported the rebuild effort by building 5 new Multi-Product Hub
- Designed and tested (C/N, CTB, and CSO) fiber interconnects (Super Trunk) to link headends in region via optical fiber.
- Supported CMTS upgrade for supporting VOIP
- Managed the implementation of operational impacting projects, operational and capital budgets. Responsible for the design and methods and procedures development/implementation.
- Managed staff development, and interdepartmental and vendor management.
- Designed and Implemented Gig-E transport which supported VOD (IP Video) for 11 Hub Sites and 2 Server Sites, C and L Band Satellite transport systems, and HDTV SONET Transport System
- Developed data security Anti-pirate countermeasures
- Designed local System NOC for monitoring HSD, Broadcast Digital and VOD services
- Implemented and Managed ASI (IP Video) Transport systems
- Implemented Digital Commercial Insertions systems and Battery back-Up and Node status monitoring system
- Outlined all test and maintenance procedures for Broadcast Digital (ASI), VOD, HSD and DAVIC systems
- Responsible for managing technical staff of 14 telecommunication engineers.
- Supported the budget management process by developing budget tracking tools using Java, Excel and MS Access

NEW PRODUCT OPERATIONAL DEVELOPMENT – Bethpage, NY

1/00 to 8/01

Senior Project Manager

- Responsible for managing and directing the implementation of operational impacting and growth of new business initiatives business critical projects within Telecommunication Services.

- Coordinate cross business unit resources to consistently deliver high quality products and services on-time and in budget.
- Actively involved in the overall project management for new products or special project initiatives involving senior business leaders.
- Manage all phases of projects (time, scope, budget, and risk) with strategic and/or tactical importance to Cablevision.
- Supported the budget process

CORPORATE ENGINEERING – Woodbury, NY

3/98 to 1/00

- Manage SONET (Interconnect Optical Network {ION}) spanning 3 states, including utilization for voice/data/IP&video (HDTV, compressed and un-compressed), surveillance/status monitoring, circuit/network design, OC48 hand-off, OC3 hand-off, and vendor/system analysis.
- Controlled management of contract deliverables, training, expansion of network, and budget responsibility.
- Designed and implemented NOC, including methods, procedures, and schedules.
- Supported the budget management process by developing budget tools using C++, and Excel

OPERATIONAL ENGINEERING – Hicksville, NY

11/96 to 3/98

- Responsible for supporting the forward and return HFC network, headend and hub plant for 670K subscribers system, including design development, methods and procedures development.
- In charge of first level management of 11 technical personnel, including training, schedules, reviews, and interviews.
- Designed and tested (C/N, CTB, and CSO) fiber interconnects (Super Trunk) to link headends in region via optical fiber.
- Designed and implemented Satellite Antenna installation and maintenance procedure. Perform due diligence inspections.
- Responsible for Headend FCC proof of performance (C/N, S/N, Differential Phase/Differential Gain, Chrominance Luminance Gain, and Chrominance Luminance Delay) and budgeting

SOUTHER NEW ENGLAND TELEPHONE SNET –

New Haven, CT

4/96 to 10/96

Responsible for developing the technical direction for the long-range business objectives of the Deployment of multimedia services within Connecticut

Providing complex designs in support of:

Systems Designed Transport

- SONET – Design for delivery of Data, NTSC Video and Digital video signal
- Headend – Design/Upgrade for channel expansion and digital capability
- Pay Per View – Analog tape base delivery, migrating to Digital interactive delivery
- Ad-Insertion – Digital state wide system capable of town by town insertion
- Public Access – Design facility interconnection via fiber optic transport technology

Vendor Evaluation

- Matrix Evaluation for Baseband video and BTSC audio
- Matrix Design for RF and IF video signals using multiple vendors
- Digital Video Server Evaluation for Multi-Application
- Ad-Insertion – Vendor Evaluation for Spot insertion and Info-Commercials
- Set Top Box Selection with interactive Electronic Programming Guide
- Character Generator with graphic display and remote communication
- Traffic and Billing solution
- Public Access facility processing equipment selection

Broadband CATV Distribution Systems

- Inter central office fiber optic network design with return path technology Incorporated
- Ad-Insertion – HFC network design. Inserting at Globally and Granularly points
- Public Access – fiber optic network transport design
- Control Operations Room Design for Status Monitoring

Project Manager, Senior Field Service Engineer

- Responsible for all aspects of project development, implementation, and management.
- Supervised technical and operational staffs.
- Trained technicians and customers.
- Designed, and implemented installations and test procedures

ALLEN ORGAN STUDIOS INCORPORATED – Albertson, NY

6/90 to 6/92

- Responsible for training technicians, writing test procedures, scheduling service calls, trouble-shooting to component level (analog and Digital), designing installations

MARCONI CIRCUIT TECHNOLOGY INCORPORATED– Farmingdale, NY

2/88 to 3/90

Calibration Technician A

- Responsible for calibrating various test instruments, producing technical reports, evaluating operating systems

RHG ELECTRONICS LAB INCORPORATED– Bayshore, NY

4/87 to 1/88

- Tested, tuned, and did troubleshooting of microwave attenuators, switches and performed all final testing including source inspections. Wrote specification sheets and outlines.

GENERAL MICROWAVE CORPORATION– Amityville, NY

4/86 to 4/87

NARDA MICROWAVE CORPORATION– Hauppauge, NY

9/85 to 4/86

State University of New York – Old Westbury, NY

BS Computer Science Engineering – Graduation Summer 2006

Grumman Data Systems Institute Electronic Technology Diploma - 1985

Anson Malcolm

50 Chestnut Road Amityville, NY11701

T: 917-306-3025 malc8089@gmail.com

SENIOR ACCOUNTANT

PROFILE

- Award winning, corporate accounting strategist and senior accountant with 10+ years of leadership experience in full cycle financial accounting, financial reporting and compliance control for small to medium size corporations
- Combines detailed-oriented analytical skills with perceptive big picture thinking capabilities to provide astute fiscal and operating advice for short and long term business planning
- Employs communication and relationship management skills to cultivate strong relationships at all levels
- Excels in high-pressure environments for large scale, high profile institutions, handling all responsibilities with utmost integrity, diligence and professionalism
- Builds and motivates high-performance accounting and finance teams
- Bachelor of Science Accounting and Associates degree in Applied Science Accounting - **(Honors)**
- Expert in US Taxation for individuals, partnerships and corporations
- Previous experience in a not-for-profit environment
- Computer literate in QuickBooks, Excel, Word, Outlook

ACHIEVEMENTS/ACCOMPLISHMENTS

- Instituted controls and processes to turnaround mismanagement of the main receivables account (\$250M) following an unsuccessful attempt by an external firm resulting in 5 figure losses
- Introduced daily account reconciliations procedures to manage the high volume of transactions and statements with increased accuracy and speed
- Reconciled accounts with utmost accuracy, investigating discrepancies to locate missing funds, averting financial losses through write-off procedures to force account balancing
- Slashed administrative processing times for bank reconciliation from 1 week to mere hours
- Selected by management to draft an internal moving expense policy for employees that was adopted by the university
- Developed an automated system for on-site and off-site archival records by creating a customized Excel database to incorporate all records, allow accessibility to internal users and increase search agility
- Received honorable mention in annual in-house newsletter citing stellar bank reconciliation efforts based on tuition account management, and the introduction of an archival records retention policy that has since been deemed the Facility's "Gold Standard"
- Recipient of the prestigious Administrative Outstanding Achievement Award (2008) base on valuable contributions throughout tenure
- Selected by the Chair of the Board of Trustees to concurrently hold the Controller position for St. John's Bread and Life, a subsidiary charity and the largest soup kitchen in New York

PROFESSIONAL EXPERIENCE

ACCOUNTING/BOOKKEEPING CONSULTANT

2010 - Present

- Maintain the accounting records for several small businesses in the New York and Connecticut area
- File quarterly sales tax returns, payroll tax returns and other year-end forms as required
- Prepare budget reports using Microsoft excel as a primary tool
- Converted small businesses accounting systems from manual to automated

PROFESSIONAL EXPERIENCE Continue...

SENIOR ACCOUNTANT

2001 - 2010

*St. John's University*New York

- Oversaw the university's tuition receivable portfolio valued at over \$250M, allocated tuition revenue to the proper period and aged accounts receivables in order to enhance the monthly management reporting process
- Implemented the entire business affairs department records retention policy, allowing for easy access through a university wide database and reduced the cost of records retrieval
- Managed a \$740 Million fixed assets portfolio which consisted of capital assets including buildings, equipment, structural upgrades, vehicles and real property; maintained records in Excel to provide management with an additional tool for asset write-off
- Supervised the recording of capital assets at cost value and regularly updated depreciation schedules to accurately determine the correct residual value
- Implemented write-off procedures in order to facilitate decision making process regarding worthless assets were reflected on the financial statements
- Directed fiscal management policy and procedures, reviewed charitable contributions documentation for completeness and compliance
- Implemented strict internal control procedures to safeguard the assets of the organization
- Provided year-end audit schedules for external auditors and liaised with auditing firm to ensure utmost due diligence and transparency

ACCOUNTING MANAGER-REVENUE

1997 - 2001

*St. John's University (formerly College of Insurance)*New York

- Oversaw 4 direct reports with responsibility for tuition revenue and auxiliary revenue which increased exponentially from 1997- 2000
- Overhauled accounts receivable procedures by implementing rigorous collections measures with tracking, constant billing and direct contact with outstanding accounts, reducing receivables by 25% in the first 3 months
- Aged accounts receivable, set-up allowance for doubtful debts and performed monthly variance analysis for management reporting purposes
- Recorded the acquisition of all fixed assets, depreciation methods used and the disposition of capital assets, accounting for all gains and losses

EDUCATION & PROFESSIONAL DEVELOPMENT

Bachelor of Science Accounting- (Honors) City University of New York, NY

Associate Degree in Applied Science Accounting- (Honors)New York City College of Technology, NY

Certificate in Hotel/Motel Front Office Management - New York Food & Hotel Management School, NY

Ruben M. De Los Santos

1438 SW Gilroy Rd.
Port St. Lucie, Fl. 34953
Phone: 954-778-6166

VoIP Implementation Engineer · VoIP Project Manager · PGW C7 / SS7 Engineer

VoIP Implementation Engineer - Extensive experience in maintaining and supporting Enterprise-wide voice network infrastructure, operations and applications.

VoIP Project Manager· Excellent communications, team-building, and conflict management skills. Diplomatically resolved issues involving vendors (international telecom leaders), internal customers, and client companies.

PGW C7 / SS7 Engineer - Design, implement and provision Cisco PGW for C7/SS7 networks all over the world. Including challenging countries such as Ecuador, Peru, Pakistan, New Zealand and Nigeria to name a few.

Professional Experience

VoIP Atlantic, Inc. –Founder, Port St Lucie, Fl. 2005 - Present

Providing expertise in VoIP and networking, telecommunications and VoIP professional services, Cisco 2200 PGW services, networking deployment, troubleshooting, and related expertise to a wide variety of clients.

Titan Communications - CIQ, Boca Raton, Fl. June 2008 - January 2009

Was brought in as a new team leader to incorporate VoIP into their existing TOM network. Designed VoIP infrastructure. Ordered Cisco voice gateways and DSP card to correspond with our design. Configured gateways to terminate to their existing OMS digital TI switch. Incorporated security measures to protect network. Implemented SNMP monitoring services. Trained a team of seven on common Cisco monitoring commands, simple configuration changes as well as H323, SIP and dial peer understanding.

Voicelnterop- CIQ, Boca Raton, Fl. December 2007 - June 2008

Designed and implemented PGW and Cisco AS5400 gateways in Kuwait for international proper and mobile

termination into 96 EIs on their SS7 switch. Designed a full IP to IP network in their NAP collocation for pass-through traffic as well as a central location for radius billing. Trained existing team on Cisco basic commands and on the newly applied billing platform.

webVoIP, Inc. - Senior VoIP Engineer, Fort Lauderdale, Fl. September 2000 - March 2005

Implementation and management of Cisco VoIP Routing and Billing. TCL Script writing. PGW provisioning. Monitor day to day performance. Control appropriate work of VoIP, security systems. Implement network management and automate system troubleshooting. Configure install and maintain Internet networking devices. Analyze complex network problems and coordinate resolutions.

WTC - VoIP Implementation Manager, Fort Lauderdale, Fl. January 2000 · September 2000

Led the development, implementation and deployment of scalable and distributed web based billing and management system solution utilizing Internet, VoIP and traditional TOM voice circuit expertise.

Quantum International, LLC. - Network Admin, Pompano Beach, Fl. January 1997 - November 1999

Running and installation of Cat5 cables. Set up small networks, patch panels, hubs. Installation of Windows 98 and/or Windows NT on work stations. Managed Linux servers. Monitored VoIP network. Handled trouble tickets.

VoIP Implementation Engineer.

VoIP Protocol - H323, SIP, MGCP/LAN Technologies - Ethernet, X.25, VLAN, E1, T1, DS3 Security - Access Lists, SSH, IPSEC, 3DES, RAD!US/TACACS Network Management - SNMP, DNS, BIND, SENDMAIL implement Patches and Upgrades - Cisco IOS, VCWare, Boot Images Troubleshooting - Debugs, Traceroutes, Ethereal Radius - AAA, IVR (TCL Scripts)

Network Administrator

WAN - PPP, L2TP, Frame Relay, ATM, VPN Routing Protocols - RIP, OSPF, EIGRP, BGP
VLANs - Trunking, ISL, VTP, Pruning PBX - Nortel Firewall - IP Tables, IP Access Lists Standard and Extended, PIX, IPsec

Hardware

Cisco 1600, 1700, 2500, 2600, 3600, 3700, 7000, 7200 and 7500 Series Routers
Cisco AS5300, AS5350, AS5400, AS5400HPX Access Servers
Cisco 26XXm, 3660, 3725, 3745, 3825, 3845 and 7301 IP-to-IP VoIP gateways
Cisco 1900, 2900, 3500, 4500, 5000, 5500, 6000 and 6500 Catalyst Series Switches
Cisco PIX 506, 520 and 521 Series Firewall
Cisco 802.11b Wireless Router

Software

Cisco PGWTCL Script Programming
Cisco IOS Releases 11.x - 12.4, Cisco boot Images, Cisco VCWare, CiscoWorks, CME
Windows 7, Windows Vista, Windows XP, Windows 98/95, Windows 2000, Windows NT
Mac OS 10.x
Linux Red Hat, SuSe, CentOS, Debian,
Visio

Technical Trainer - Wholesale/ Prepaid Billing.

Conduct training programs for new and existing clients
Develop and maintain scripts in order to make training tasks easier
Contributor in cross organizational projects

Linux, UNIX and Windows servers.

Projects

Networking - TCP/IP, Telnet, FTP, TFTP, DNS, DHCP, NAT, ifconfig, route, netstat, xinetd
Mail - SMTP, POP, IMAP, Sendmail Scripting Languages: TCL/Shell/Expect

GlobalTel

TCL script for use on Cisco IP21P gateway that would automate the purchasing of accounts for roaming calls that cannot be billed on large cellular providers. The script would allow to make credit card purchases, recharge, collect calls and/or speak to a customer service representative.

Ironlink Communications, Inc.

Cisco 7501 enterprise router was installed to accommodate the BellSouth DS3 added to provide additional and redundant bandwidth to their existing infrastructure. Utilizing BGP and EIGRP routing protocols and well as static routes. Supply security and management system.

Zingotel, Inc.

Designed, assisted in the purchase and configured Cisco gateways (AS5400), catalyst switches (2924) and Dig1Port Server to offer port termination and over 500 DID origination in four Canada locations; Montreal, Toronto, Vancouver and Calgary. Assist in purchase of PRI's and Colocation.

NDX Communications, Inc.

Languages

Lead a team of engineers to design a network of three DS3 of domestic USA termination equating to over two dozen Cisco voice gateways in different locations around the US.

This project was successfully implemented within the allocated time as was also the implementation and training of the routing and billing management software.

English - Speak Read and Write Fluently

Spanish - Speak, Read and Write Fluently